



**REMARKS BY THE SRC CHAIRPERSON DURING THE LAUNCH OF PUBLIC
SECTOR REMUNERATION AND BENEFITS POLICY AND JOB EVALUATION
EXERCISE BY H.E HON. UHURU KENYATTA, PRESIDENT OF THE REPUBLIC OF
KENYA AND COMMANDER-IN-CHIEF OF THE KENYA DEFENCE FORCES; AT
KICC, 5TH JUNE 2015**

**Your Excellency, Hon, Uhuru Kenyatta, the President of the Republic of
Kenya and Commander-in-chief of the Kenya Defence Forces,**

Your Excellency, the First Lady, Margaret Kenyatta

**Your Excellency, Hon. William Ruto, the Deputy President of the
Republic of Kenya,**

Hon Speaker of the National Assembly, Hon. Justin Muturi

Hon Speaker of the Senate, Hon. Ekwe Ethuro,

Hon. Chief Justice, Dr. Willy Mutunga

Cabinet Secretary, the National Treasury, Mr. Henry Rotich

**Cabinet Secretary, Ministry of Devolution and Planning, Ms. Anne
Waiguru,**

Your Excellencies the Ambassadors,

Distinguished guests,

Ladies and Gentlemen,

It is my pleasure to welcome you today to the launch of the Public Sector Remuneration and Benefits Policy and Job Evaluation exercise for Public Service. This is truly a historic moment for the country as we seek to transform the public service through the first ever job evaluation exercise and the

launch of a national policy that will guide in management of the public service wage bill.

At the onset Your Excellency, I wish to sincerely thank you for finding time despite your busy schedule to officially launch these two important projects. The double launch is necessitated by the fact that the two projects, spearheaded by the Salaries and Remuneration Commission, are key in the Development Agenda for the nation.

Your Excellency,

The launch of the Public Sector Remuneration and Benefits Policy is a culmination of a public wage bill dialogue that was launched in April last year by your Excellency at this very venue. Since then, the commission has held several meetings and consulted across the counties, professional institutions, policy makers and relevant parliamentary committees among many other stakeholders. Valuable input from all the stakeholders has been included in the preparation of the Policy.

History reminds us that the determination of remuneration and benefits in the Public sector was previously carried out through ad hoc committees and commissions whose outcomes were not harmonized, hence disparities and inequities in pay structures.

Your Excellency,

As a result of these initiatives and interventions, the Salaries and Remuneration Commission inherited a public sector wage bill that was already fiscally unsustainable. The inequalities and disparities in remuneration and benefits payable in the public sector have been a major cause of dissatisfaction and led to frequent industrial unrest.

In order to address these challenges, the Public Sector Remuneration and Benefits policy was anchored on the main constitutional principles and the

SRC Act of 2011 on public sector pay determination. The constitutional principles that have guided the formation of the policy being launched today include:

- (i) the need to ensure that total public sector compensation is fiscally sustainable,
- (ii) the need to ensure that the public service are able to attract and retain the skills required to execute their respective functions,
- (iii) the need to recognize productivity and performance and,
- (iv) the need to ensure there is transparency and fairness in public service pay determination.

In addition, the principle of equal pay for work of equal value informed the development of the policy.

Your Excellency,

The general object of this policy is to provide a roadmap on the determination of public sector Remuneration and Benefit in an objective, transparent and fair manner. This will go a long way towards ensuring that public sector labour force is motivated to achieve higher productivity that will translate to accelerated economic growth and development.

Efforts to reduce the wage bill might be difficult to achieve in the short run since a harmonization process will need to be undertaken before the wage bill begins to level out. Initiatives developed and anchored in the policy will in the medium and long term bring sanity and ensure sustainable wage bill.

Your Excellency;

Given the importance of the public sector in the provision of quality service to Kenyans, prudent management of the public sector wage bill is critical for macroeconomic stability and competitiveness of the Kenyan economy.

One of the strategies outlined in the policy is conducting of job evaluation whose results are:

- (i) rationalized and harmonized job grading structure,
- (ii) objective criteria for management of remuneration,
- (iii) harmony in the relationship between employee and employer
- (iv) good labour relations and stability in work environment, among others.

The outcome of the exercise shall help us entrench the principle of equal pay for work of equal value. I am sure you will all agree with me that any job that is worth compensation can and must be measured. It does not matter the levels or qualifications.

Your Excellency,

The total number of employees in the public service is estimated at six hundred and eighty thousand (680,000) with over one thousand (1,000) job families. The job evaluation exercise will evaluate the job and not the person. We acknowledge the fact that conducting Job evaluation for the entire public service is a huge task that requires all stakeholders to work together to achieve the desired outcomes. It is for this reason that we have involved all the stakeholders in the process and are happy to note that there is good cooperation from all the State Organs.

Your Excellency,

I would like to register my appreciation to the Ministry of Devolution and Planning for undertaking the Capacity Assessment Rationalization Programme (CARPS) whose outcomes are optimal organization structures both at national and county governments, proper staffing and efficiency among others. Availability of organization structures is fundamental in job evaluation process.

The Salaries and Remuneration Commission on the other hand undertakes to set and advice on fair and fiscally sustainable Remuneration and Benefits in the public sector in an objective manner as per our constitutional mandate. SRC recognizes that failure to award fair and competitive Remuneration and Benefits may lead to loss of critical and experienced human capital. The net effect will be the worsening of our already low public sector labour productivity.

Your Excellency,

In conclusion, I wish to state that the commission is fully committed to the transformation of the Public Service under the banner of 'Fair play for fair pay' since this will not only enhance productivity but also lead to the realization of vision 2030.

Thank you your Excellency and God bless you all.

Mrs. Sarah Serem, EBS

Chairperson, Salaries and Remuneration Commission